

ARTICLE 8
TERM OF AGREEMENT & MODIFICATIONS TO AGREEMENT

Section 1: Term of Agreement.

- a. This agreement shall remain in full force and effect for three (3) years from the date it is approved.
- b. At least sixty but not earlier than one hundred and five (105) calendar days prior to the three year expiration date of this Agreement, and provided the Agreement has not been terminated at an earlier date, either party may give written notice of its intent to reopen, modify, or terminate this Agreement. However, this Agreement will be automatically renewed for an additional three year period if neither party requests negotiations in writing by the sixtieth day before its termination date.

Section 2: Re-Opener.

Either party may request in writing that any Article or Section of this Agreement be re-opened for further negotiations at any time during its term. The receiving party shall give good faith consideration to the request and by mutual consent, enter into negotiations limited to the proposed changes, which will be reduced to writing and duly executed by both parties.

Section 3: Past Practices.

Established practices which have existed for a long duration, about which IHSHQE has actual or constructive knowledge, and which have been accepted by IHSHQE will continue in effect, unless changed by the terms of this Agreement. However, the parties recognize that any unlawful practices may be terminated immediately.

Section 4: Mid-Term Bargaining.

The parties agree that mid-term bargaining will only take place if IHSHQE initiates changes to working conditions during the term of this Agreement, or by mutual consent. In order to conduct mid-term bargaining as expeditiously as possible, the following procedures are agreed to:

- a. Notice of the proposed change or rules will be furnished to the Chief Steward by IHSHQE as early as possible, and whenever practical no later than fifteen (15) work days prior to the proposed implementation date stated in the notice. IHSHQE shall provide necessary and relevant information sufficient to permit full and proper discussion, understanding and negotiation regarding the proposal.

- b. The UNION shall provide IHSHQE written proposals prior to the first Bargaining Session. If written proposals are not received within fifteen (15) work days of receipt of the notice, concurrence is deemed and IHSHQE'S proposal may be implemented.
- c. Bargaining shall commence within fifteen (15) work days of receipt of UNION's written proposals.
- d. Bargaining sessions shall occur on successive work days with reasonable accommodation made for work requirements imposed on representatives of both parties.
- e. Either side may request the assistance of the Federal Mediation Conciliation Service (FMCS) at any point in the bargaining process. Both parties shall make themselves available as requested by the FMCS.
- f. When the services of mediation do not resolve the impasse, either party or both jointly may request the assistance of the Federal Service Impasses Panel (FSIP). If such request to FSIP is not made, IHSHQE'S proposed last offer may be implemented.